

Page 2- Post-Event Summary Report

Name of Event: Woman Sage Creating a New Agenda Conference 2004

Date of Event: October 16, 2004

Location of Event: Doubletree Hotel, 100 The City Drive, Orange
(Include city and state) CA 92868

Number of Persons attending: 400

Sponsoring Organization(s): Woman Sage, nonprofit organization for midlife women.

Contact Name: Jane Glenn Haas

Telephone Number: 949-222-4210 Email: Info@WomanSage.com

Please follow this format for each priority area, with the highest ranked listed first. Please ensure that your organization's name and contact information is provided at the bottom of each page submitted.

Priority Issue #1: (describe specific issue)

Caregiving burden for women with aging parents, grown children and grandchildren.

Barriers: (list any barriers that may exist related to this issue)

Women working longer to achieve financial security while impacted with caregiving needs of family. No longer able to rely on extended family and stay at home moms.

Proposed Solution(s): (list suggested solutions to the challenges described above)

*Everyone working.
Propose private and non-profit community-based care centers.
Intergenerational care centers for aging adults and pre-schoolers.
Educate employers about benefits of on-the-job care centers.
Perhaps with seed grants to encourage that development.*

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Priority Issue #2: (describe specific issue)

Workplace "ageism" for women 50+ in maintaining job security.

Barriers: (list any barriers that may exist related to this issue)

*Unspoken "ageism" practiced against mature staff.
Competition for jobs by younger employees.
Benefits and salaries higher for older staff.*

Proposed Solution(s): (list suggested solutions to the challenges described above)

*Educate employers about added values for them from mature workers. Stability flexibility in hours.
Educate employees about maintaining skills and keeping ahead of the curve in new technology and training; plan to move.
Use non-profit and private sector to educate, train and inform workers.*

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Priority Issue #3: (describe specific issue)

Who will pay for long term care?

Barriers: (list any barriers that may exist related to this issue)

Consistent belief that Medicare will pay for chronic care needs. Denial. Competition for ^{current} resources. Fear of making a mistake

Proposed Solution(s): (list suggested solutions to the challenges described above)

Educate adult children to consider long term care insurance for themselves at 50-60 years of age because it will expand the numbers in LTC "pool" and will focus attention on future potential needs that might arise as they age.

Confusion about "nuts" and bolts of LTC policies available in market place

Encourage education + information by public agencies to look at LTC insurance as an option.

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Priority Issue #1: (describe specific issue)

Working longer as we live longer. Retirement age advances.

Barriers: (list any barriers that may exist related to this issue)

Long term job security does not exist any longer as a main theme in careers. Many transitions to be expected, but how to move ahead

Proposed Solution(s): (list suggested solutions to the challenges described above) *as a mature worker,*

*Plan for flexibility in careers.
Investigate several career "portfolios" to work at and get paid for things you like to do. When one declines, the income stream from another holds you over the downturn time. Incorporate individualized Healthcare benefits if under 65 so ^{healthcare coverage} ~~work~~ is not tied to employment. Educate mature workers about this option.*